

## Job Description

**Title:** Vice President, Operations

**Location:** Sto Americas Corporate HQ, Atlanta, GA 30331

### **The Company:**

Sto Corp. ("Sto") a global innovation leader of building enclosure systems and high-performance facade coatings. Sto Corp. a wholly-owned subsidiary of Sto SE & Co. KGaA (also known as Sto Group), based in Germany.

Sto Corp., headquartered in Atlanta, GA, owns and manages manufacturing and sales operations in the United States, Canada, Mexico, Caribbean, Colombia, Chile, Brazil. Sto's current strategic focus is related around expansion of its current product offering in alternative and new channels as well as expanding the geographic footprint of its current locations.

### **Purpose:**

As a member of the Sr. Management team, the **Vice President, Operations** will be responsible for overseeing all aspects of an organization's manufacturing and supply chain processes. In addition, the Vice President, Operations will be responsible for directing and monitoring workforce utilization and ensuring safe manufacturing performance in a non-union and quality goals to meet business objectives.

### **Essential Duties & Responsibilities (includes, but not limited to):**

#### **Strategy:**

- Establishes, implements, and communicates the strategic direction of the organization's operations division.
- Execute the objectives of the annual business plan via agreed upon tactics and according to the company's stated strategy.
- Develop and execute 5-year Capital Plan to support strategic objectives.

#### **Operations Management:**

- Oversee Operations and Supply Chain Management teams. Provide technical and process support for LATAM and Canada as requested.
- Organize, plan, execute, and manage large-scale projects from creation through implementation while driving quality, productivity and delivery improvements.

- Partner/collaborate with key stakeholders in HR, Sales, Finance/Accounting, Technical Service / R&D and Customer Service to ensure superior performance and revenue growth.
- Establishes and administers the department's budget.
- Frequently evaluate and analyze business productivity and operational performance.
- Oversee ISO (ISO 9001-2015/14001-2015) efforts are successful and integrated into our business.
- Identifies, recommends, and implements new processes, technologies, and systems to improve and streamline organizational processes and use of resources and materials.
- Presents periodic performance reports and metrics to the Chief Executive Officer and other leadership.
- Maintains knowledge of emerging technologies and trends in operations management.
- Perform other duties as assigned.

### **Key Relationships:**

Reports to:	President & Chief Executive Officer, Sto Americas
Direct reports:	Plant Managers Supply Chain Director Manager, Operational Excellence Manager, Engineering Corporate QA / Color Manager
Other key relationships:	Chief Financial Officer Vice President, Human Resources Vice President, Sales Vice President, Industrialized Construction Vice President, StoVentec Rainscreen Vice President, Technical Services / R&D Vice President, Marketing General Manager, Sto Canada Ltd. General Manager, LATAM

## **CANDIDATE SPECIFICATION: KEY SELECTION CRITERIA**

### **Education and Experience:**

- Bachelor's degree in Business Administration, Logistics, Engineering, or industry-related field required; MBA or master's in related field preferred.
- Minimum 10 years of industry-related experience with a proven track record of streamlining or improving company operations with a minimum three years in upper management required.
- A deep understanding of a manufacturing and sales-oriented business in a Business-to-Business environment. Knowledge of the commercial construction industry is preferred.
- Multi-location/site experience and perspective.
- International experience preferred with emphasis on Latin America.
- Change Management experience.
- Multi-lingual with Spanish/Portuguese as a 2<sup>nd</sup> language is preferred.
- Multi-cultural sensitivity – Germany, North and South America.

### **Knowledge, Skills and Abilities:**

- Team management experience – able to attract, retain and develop teams.
- Strong leadership skills and ability to thrive in results-oriented environment.
- Excellent oral and written communication skills and strategic listening skills are necessary to effectively exercise tact, discretion, judgment, and diplomacy when interacting and/or negotiating with all levels of internal and external customers.
- Strong analytical and problem-solving skills.
- Strong organizational skills - attention to detail and self-motivator - willing to take the initiative.
- Ability to define problems, gather data, establish facts, and draw valid conclusions.
- Proficient with Microsoft 365 and business management related software such as SAP or similar ERP experience is preferred.

- Ability and willingness to travel independently to various locations as required (60% or more).

### **Critical Competencies for Success:**

**Strategic Business Partner:** The successful candidate must have the stature and personal skills to report to and work as a trusted business partner with the President & Chief Executive Officer and Sr. Management Team and be able to help develop and drive the strategy and business plan of the company. He/she will accomplish this by:

- Demonstrating interpersonal savvy and relationship skills that can have an immediate impact in leading a strategic and cultural change effort.
- Demonstrating deep operational insight and broad experience performance reporting.
- Working in an entrepreneurial and lean environment.
- Providing excellent leadership and interpersonal skills with a variety of constituents, including the Board, Sto Group and Management.

**Performance Improvement:** A priority for the Vice President, Operations is to improve performance and decision support for Sto Corp. He /she will accomplish this by:

- Analyze the business, its strategy, profitability, trends, and so forth supporting improved strategic planning and decision making.
- Building a capable operations organization and sets of policies and processes that will fully support the business and business leaders.
- Establishing key performance and productivity metrics measurable against predetermined and agreed-upon objectives.
- Monitoring performance and benchmarking against historical results, current plan and most-recent forecasts.
- Implementing systems and processes to support above.

### **Other Personal Characteristics/Competencies:**

- Functional: Continual Improvement Process, Process Improvement, Compliance, Facilitation, Customer Service.
- Knowledge based: Strategic Planning, Forecasting, Budget Management, Vendor Management, Analysis.
- Personal: Innovation, Collaboration, Technical, Mentoring, Objective, Self-confident.

### **To Apply:**

Submit your resume and cover letter to [Jobs@StoCorp.com](mailto:Jobs@StoCorp.com). Job ID: VPO